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GOVERNMENT OF PUNJAB
DEPARTMENT OF FINANCE
(FINANCE PERSONNEL-1 BRANCH)

NOTIFICATION

The 24th November, 2025

No. 09/02/2021-5FP1/100.- In exercise of the powers conferred by the proviso to Article 309 read with clause (3) of Article 187 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Punjab, is pleased to make the following rules further to amend the Punjab Civil Services (Revised Pay) Rules, 2021, namely:-

RULES

- (1) These rules may be called Punjab Civil Services (Revised Pay) Second Amendment, Rules, 2025.
- (2) They shall be deemed to have come into force on and with effect from the first day of January, 2016.
2. In the Punjab Civil Services (Revised Pay) Rules, 2021 (hereinafter referred to as the said rules), in rule 7(I), at the end, the following provisos shall be added, namely:-

"Provided that in case where a Government employee has been placed in higher pay scale between 01.01.2016 to 20.09.2021 on account of promotion, such Government employee shall have the option to switch over to the revised pay structure from the date of his/her promotion:

Provided further that the Government employee who opts to switch over to the revised pay structure from the date of promotion, such Government employee shall be entitled to get the benefit of minimum increase of 15% (Basic pay + 113% DA + minimum 15% increase) on the pay fixed on the promotional post. In these cases, he/ she shall have to forgo the claims of arrears during the period from 01.01.2016 till the date of promotion and arrear of minimum increase of 15% shall also not admissible up to 20.09.2021:

Provided further that the Government employee who got more than one promotion during the period 01.01.2016 to 20.09.2021 has the option to switch over to the revised pay structure from the date of his first promotion only. In these cases, the next annual increment shall accrue after completing the qualifying service of twelve months".

3. In the said rules, in rule 7(II) in clause(c) sub-clause (iv) shall be substituted as under:-

"(i) In case of the Government employees on whom instructions dated 15.01.2015 w.r.t. admissibility of Minimum of the Pay Band are applicable:- During probation period, the Government employee shall be paid fixed emoluments in the unrevised pay scales/ DC Rates as he/she is/was getting as per the instructions dated 21.12.2015 issued by the Department of Finance. His/her pay shall be fixed in the revised pay structure only after successful clearance of the probation period after applying the multiply factor(s). The Government employee will not get any arrears of the probation period:

"Provided that the Punjab Civil Services (Revised Pay) First Amendment Rules, 2021 shall also be applicable to the Government employees recruited between 01.01.2016 to 16.07.2020, with the following conditions, namely:-

(i) Pay of the Government employee recruited on or after 01.01.2016 and upto 16.07.2020 shall not, in any case, be more than his immediate senior Government employee in the cadre. If such a situation arises, then the pay of the junior employee shall be fixed at the same level as the senior. Wrong fixation of pay, in any case, under the cover of extending minimum 15% (fifteen percent) raise shall entail recovery from the salary of the concerned Government employee on its detection at any stage;

(ii) Pay of a Government employee fixed in accordance with these rules shall not entitle his senior employee to get the benefit of his pay to be refixed under senior- junior pay fixation instructions issued from time to time.

(iii) During probation period, the Government employee shall not be get any arrears. After successful clearance of the probation and extension thereof, if any, arrear of the multiplier factor 2.25 and 2.59 shall be granted and the arrear of increase in pay with minimum 15% (fifteen percent) enhancement minus (-) increase in salary with factor 2.25 and 2.59 shall not be admissible:

Provided further that the employees recruited after 01.01.2016 and promoted before 20.09.2021 shall not have the option to switch over to the revised pay structure from the dated of his/her promotion" ; and

(ii) sub-clause (v) shall be omitted.

4. In the said rules, rule 7(III), shall be substituted as under:-

"(III) The Government Employees recruited in the service from 15.01.2015 to 31.12.2015 (both days inclusive):- During probation period the Government employee shall be paid fixed emoluments in the unrevised pay scales/ DC Rates as he/she is/was getting as per the instructions dated 21.12.2015 issued by the Finance Department. His/her pay shall be fixed in the revised pay structure only after successful clearance of the probation period on the same analogy, as elaborated in Rule 7(II). The Government employee will not get any arrears of the probation period:

Provided that in case where a Government employee has been placed in higher pay scale between 01.01.2016 to 20.09.2021 on account of promotion, such Government employee shall have the option switch over to the revised pay structure from the date of his /her promotion:

Provided further that the Government employee who opts to switch over to the revised pay structure from the date of promotion, such Government employee shall be entitled to get the benefit of minimum increase of 15% (Basic pay+113% DA + minimum 15% increase) on the pay fixed on the promotional post. In these cases he/she shall have to forgo the claims of arrears during the period from 01.01.2016 till the date of promotion and arrear of minimum of increase of 15% shall also not admissible upto 20.09.2021:

Provided further that the Government employee who got more than one promotion during the period 01.01.2016 to 20.09.2021 has the option to switch over to the revised pay structure from the date of first promotion only. In these cases, the next annual increment shall accrue after completing the qualifying service of twelve months".

5. In the said rules, in rule 7(V), the existing proviso shall be omitted.

6. In the said rules, in rule 9, at the end, the following proviso shall be added:-

"Provided that the Government employees whose pay is fixed by giving the benefit of minimum increase of 15% as per notification no. 09/01/2021-5FP1/1228 dated 20.09.2021, shall only be paid arrear of revised pay fixed with the multiplier factor of 2.25/2.59. The arrears of increase in pay with minimum 15% (fifteen percent) increase minus(-) increase in pay with factor 2.25/2.59 shall not be admissible".

Sd/-

ALOK SHEKHAR

Additional Chief Secretary to Government Of Punjab,
Department of Finance.